

INTERNET
FORM NLRB-501
(2-06)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
31-CA-158689Date Filed
8/24/15

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Sanders-Clark & Co. d/b/a McDonalds & McDonalds USA LLC as Joint/Single Employer		b. Tel. No.
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2838 Crenshaw Blvd. Los Angeles, CA 90016	e. Employer Representative (b) (6), (b) (7)(C)	g. e-Mail
		h. Number of workers employed 60-70
i. Type of Establishment (factory, mine, wholesaler, etc.) Restaurant	j. Identify principal product or service Restaurant	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

In or about (b) (6), (b) (7)(C) 2015, the Employer, by and through its managers, supervisors and agents, has interfered with, restrained and coerced (b) (6), (b) (7)(C) by reducing (b) (6), (b) (7)(C) weekly hours in retaliation for (b) (6), (b) (7)(C) exercise of rights under Section 7 of the National Labor Relations Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

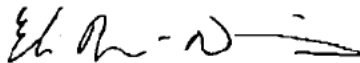
Los Angeles Organizing Committee

4a. Address (Street and number, city, state, and ZIP code) Post Office Box 555065 Los Angeles, CA 90055	4b. Tel. No. 213-251-3861
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By 
(signature of representative or person making charge)Eli Naduris-Weissman, Attorney
(Print/type name and title or office, if any)

Tel. No. 626-796-7555

Office, if any, Cell No.

Fax No. 626-577-0124

Mail
enw@rsglabor.com

Address 510 South Marengo Ave. Pasadena, CA 91101

Aug. 24, 2015
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

ROTHNER, SEGALL & GREENSTONE
ATTORNEYS510 SOUTH MARENGO AVENUE
PASADENA, CALIFORNIA 91101-3115GLENN ROTHNER
ANTHONY R. SEGALL
ELLEN GREENSTONE
JONATHAN M. COHEN
ELI NADURIS-WEISSMANMARIA KEEGAN MYERS
DANIEL B. ROJAS
HANNAH S. WEINSTEINMICHELE S. ANCHETA
OF COUNSELTELEPHONE:
(626) 796-7555FACEIMILE:
(626) 577-0124WEBSITE:
WWW.RSGLABOR.COM

August 24, 2015

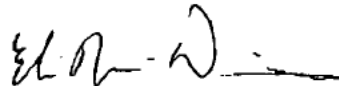
By Facsimile and U.S. MailMori Rubin, Regional Director
National Labor Relations Board
Region 31
11500 West Olympic Blvd., Suite 600
Los Angeles, CA 90064-1824Re: LA Organizing Committee

Dear Ms. Rubin:

Enclosed with this letter please find an original and four copies of Charge Against Employer for filing in the above matter on behalf of the Los Angeles Organizing Committee.

In order to obtain evidence in support of these charges, please contact the undersigned.

Very truly yours,



Eli Naduris-Weissman

Enclosure

ENW (b) (6)

cc: Yaneth Palencia, Region 31 (via e-mail)



ROTHNER, SEGALL & GREENSTONE
510 South Marengo, Pasadena, California 91101-3115

FAX COVERSHEET

Our File No. SEIU.059

Date: August 24, 2015

To: Mori Rubin, Regional Director
National Labor Relations Board
Region 31

Fax No. (310) 235-7420

From: Eli Naduris-Weissman
Rothner, Segall & Greenstone

Pages: 3, including this cover page.

Subject: LA Organizing Committee

Comments: Attached please find correspondence dated August 24, 2015. Original to follow via U.S. Mail.

THIS MESSAGE IS INTENDED FOR THE USE OF THE INDIVIDUAL OR ENTITY TO WHICH IT IS ADDRESSED AND MAY CONTAIN INFORMATION THAT IS PRIVILEGED, CONFIDENTIAL AND EXEMPT FROM DISCLOSURE UNDER APPLICABLE LAW. IF THE READER OF THIS MESSAGE IS NOT THE INTENDED RECIPIENT, YOU ARE HEREBY NOTIFIED THAT ANY DISSEMINATION, DISTRIBUTION OR COPYING OF THIS COMMUNICATION IS STRICTLY PROHIBITED. IF YOU HAVE RECEIVED THIS COMMUNICATION IN ERROR, PLEASE NOTIFY US IMMEDIATELY BY TELEPHONE AND RETURN THE ORIGINAL MESSAGE TO US AT THE ABOVE ADDRESS VIA THE UNITED STATES POSTAL SERVICE. THANK YOU.

Please telephone this office if you do not receive legible copies of all pages.
TELEPHONE: 626/796-7555 -- FACSIMILE: 626/577-0124

Case Name: Sanders-Clark & Co. d/b/a/ McDonalds & McDonalds USA LLC as Joint/Single Employer
Case No.: 31-CA-158689
Agent: [AGENT NAME AND TITLE]

CASEHANDLING LOG

[illegible]

158689. 2838 Crenshaw McD's

CP legal- Eli Naduris-Wesissman 626 796-7555 (back up-) Jonathan Cohen
ELI – same phone

NEW ER ATTY

Regina A. Petty---

Attorney at Law

rpetty@laborlawyers.com | O: (858) 597-9614

4747 Executive Drive | Suite 1000 | San Diego, CA 92121

Petty, Regina <rpetty@laborlawyers.com>

Ariane Panter, Esq.

Counsel, Global Labor & Employment

McDonald's USA, LLC

2915 Jorie Blvd.

Oak Brook, IL 60523

ER's legal George Howard- 858-314-1166-

gshoward@jonesday.com

8/26/15

Got file.

8/31

Spoke to CP Eli. Please submit offer of proof

Priority Trial- Encino 140828- Actual trial 9/2-4

Investigation delayed.

9/11

Received offer of proof- setting up affid with CP.

9/14 through 10/9

Priority handling of McD's sub. application including filing actual application and follow up on service of documents. (b) (5)

10/13-10/16

Priority work on post hearing briefs due 10/16 for Encino Trial 140828. Case intake delayed.

Week of 10/19

Further delay of case due to my being called to jury duty.

10/22 to 11/2

(b) (5)

11/4

Spoke to CP eli. (b) (5)

11/12

Spoke to CP Eli. (b) (5). Requested withdrawal.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 31
11500 W Olympic Blvd Ste 600
Los Angeles, CA 90064-1753

Agency Website: www.nlrb.gov
Telephone: (310)235-7351
Fax: (310)235-7420



Download
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August 25, 2015

REGINA PETTY
FISHER & PHILLIPS LLC
4747 EXECUTIVE DR STE 1000
SAN DIEGO, CA 92121-3113

KRISTEN J. NESBIT, ATTORNEY AT LAW
FISHER & PHILLIPS, LLP
444 S FLOWER ST STE 1590
LOS ANGELES, CA 90071-2950

MHAIRI L. WHITTON, ATTORNEY AT LAW
JONES DAY
500 GRANT STREET, SUITE 4500
PITTSBURGH, PA 15219

JINA LEE, ATTORNEY AT LAW
FISHER & PHILLIPS, LLP
444 S FLOWER ST STE 1590
LOS ANGELES, CA 90071-2950

GEORGE S. HOWARD, ATTORNEY AT LAW
JONES DAY
12265 EL CAMINO REAL, SUITE 200
SAN DIEGO, CA 92130

Re: Sanders-Clark & Co. d/b/a/ McDonalds &
McDonalds USA LLC as Joint/Single
Employer
Case 31-CA-158689

Dear Mr. Petty, Ms. Whitton, Mr. Howard, Ms. Nesbit, and Ms. Lee:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney Rodolfo Fong-Sandoval whose telephone number is (310) 235-6418. If this Board agent is not available, you may contact Assistant to the Regional Director Tom K. Chang whose telephone number is (310) 235-7376.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, www.nlrb.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this

proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlr.gov or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Sanders-Clark & Co. d/b/a/ McDonalds &
McDonalds USA LLC as Joint/Single
Employer
Case 31-CA-158689

- 3 -

August 25, 2015

Very truly yours,

A handwritten signature in black ink that reads "Mori Rubin". The signature is written in a cursive, flowing style.

Mori Rubin
Regional Director

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

cc: (b) (6), (b) (7)(C)
SANDERS-CLARK & CO. D/B/A/
MCDONALDS & MCDONALDS USA LLC AS
JOINT/SINGLE EMPLOYER
2838 CRENSHAW BLVD
LOS ANGELES, CA 90016-3604

ARIANE PANTER, COUNSEL, GLOBAL
LABOR & EMPLOYMENT LAW
MCDONALD'S USA, LLC
2915 JORIE BLVD.
OAK BROOK, IL 60523

QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

Sanders-Clark & Co. d/b/a/ McDonalds & McDonalds USA LLC as Joint/Single Employer

CASE NUMBER

31-CA-158689

1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)**2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify)**3. IF A CORPORATION or LLC**

A. STATE OF INCORPORATION OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS**5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates)A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.
\$

YES NO

B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$**H. Gross Revenues from all sales or performance of services (Check the largest amount)**☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.

I. Did you begin operations within the last 12 months? If yes, specify date: _____

10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

PRIVACY ACT STATEMENT

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cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

**SANDERS-CLARK & CO. D/B/A/ MCDONALDS
& MCDONALDS USA LLC AS JOINT/SINGLE
EMPLOYER**

Charged Party

and

LOS ANGELES ORGANIZING COMMITTEE

Charging Party

Case 31-CA-158689

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on August 25, 2015, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

(b) (6), (b) (7)(C)

SANDERS-CLARK & CO. D/B/A/ MCDONALDS &
MCDONALDS USA LLC AS JOINT/SINGLE
EMPLOYER
2838 CRENSHAW BLVD
LOS ANGELES, CA 90016-3604

GEORGE S. HOWARD JR., ATTORNEY AT LAW
JONES DAY
12265 EL CAMINO REAL, SUITE 200
SAN DIEGO, CA 92130

REGINA PETTY
FISHER & PHILLIPS LLC
4747 EXECUTIVE DR STE 1000
SAN DIEGO, CA 92121-3113

KRISTEN J. NESBIT, ATTORNEY AT LAW
FISHER & PHILLIPS, LLP
444 S FLOWER ST STE 1590
LOS ANGELES, CA 90071-2950

MHAIRI L. WHITTON, ATTORNEY AT LAW
JONES DAY
500 GRANT STREET, SUITE 4500
PITTSBURGH, PA 15219

JINA LEE, ATTORNEY AT LAW
FISHER & PHILLIPS, LLP
444 S FLOWER ST STE 1590
LOS ANGELES, CA 90071-2950

ARIANE PANTER, COUNSEL, GLOBAL LABOR
& EMPLOYMENT LAW
MCDONALD'S USA, LLC
2915 JORIE BLVD.
OAK BROOK, IL 60523

August 25, 2015

Date

Jorge Romero, Designated Agent of NLRB

Name

/s/Jorge Romero

Signature



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 31
11500 W Olympic Blvd Ste 600
Los Angeles, CA 90064-1753

Agency Website: www.nlr.gov
Telephone: (310)235-7351
Fax: (310)235-7420



Download
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Mobile App

August 25, 2015

Eli Naduris-Weissman, Attorney
Rothner, Segall & Greenstone
510 South Marengo Avenue
Pasadena, CA 91101-3115

Re: Sanders-Clark & Co. d/b/a/ McDonalds &
McDonalds USA LLC as Joint/Single
Employer
Case 31-CA-158689

Dear Mr. Naduris Weissman:

The charge that you filed in this case on August 24, 2015 has been docketed as case number 31-CA-158689. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney Rodolfo Fong-Sandoval whose telephone number is (310) 235-6418. If this Board agent is not available, you may contact Assistant to the Regional Director Tom K. Chang whose telephone number is (310) 235-7376.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlr.gov, or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you

August 25, 2015

fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website www.nlr.gov or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink that reads "Mori Rubin". The signature is written in a cursive, flowing style.

Mori Rubin
Regional Director

cc: Los Angeles Organizing Committee
Post Office Box 555065
Los Angeles, CA 90055

From: [Eli Naduris-Weissman](#)
To: [Fong Sandoval, Rudy](#)
Subject: Offer of Proof in Case No.31-CA-158689
Date: Thursday, September 10, 2015 9:19:21 PM
Attachments: [\(b\) \(6\), \(b\) \(7\)\(C\) Hours Documents.pdf](#)
[Schedule \(b\) \(6\), \(b\) \(7\)\(C\) pdf](#)
[\(b\) \(6\), \(b\) \(7\)\(C\) Offer of Proof.doc](#)

Rudy:

Please find attached an offer of proof for the testimony of (b) (6), (b) (7)(C) in the above-mentioned case, as well as attachments showing (b) (6), (b) (7)(C) schedule since April, and a recent schedule document showing the worker who has replaced (b) (6), (b) (7)(C) shift. documents. I understand you have a busy schedule right now; let me know when you would like to discuss dates for the affidavit.

Let me know if you have any questions about this information.

--

Eli Naduris-Weissman
Rothner, Segall & Greenstone
510 South Marengo Avenue
Pasadena, California 91101-3115
Tel. (626) 796-7555 | Fax (626) 577-0124
www.rsglabor.com<<http://www.rsglabor.com>>

CREW ASSIGNMENTS REPORT
FOR SUNDAY (b) (6), (b) (7)(C) 15 - SATURDAY (b) (6), (b) (7)(C) 15
W/O AVAILABILITIES

ID#	EMPLOYEE	SUN (b) (6), (b) (7)(C) 15	MON (b) (6), (b) (7)(C) 15	TUE (b) (6), (b) (7)(C) 15	WED (b) (6), (b) (7)(C) 15	THU (b) (6), (b) (7)(C) 15	FRI (b) (6), (b) (7)(C) 15	SAT (b) (6), (b) (7)(C) 15
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(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C), (b) (7)(D)

I. Employment Background

- a. (b) (6), (b) (7)(C) has worked at 2838 Crenshaw Blvd since about (b) (6), (b) (7)(C).
- b. (b) (6) has been working (b) (6), (b) (7)(C), and makes (b) (6), (b) (7)(C) hour.

II. Involvement with LA OC/FF15

- a. (b) (6), (b) (7)(C) has been involved in LA OC since (b) (6), (b) (7)(C) 2014.
- b. (b) (6), (b) (7)(C) member of LA OC, as can be seen from (b) (6), (b) (7)(C). (b) (6) has appeared on (b) (6), (b) (7)(C) (which the employer has noted he has seen him in; (b) (6), (b) (7)(C)).
- c. (b) (6), (b) (7)(C) participated in multiple one-day strikes as part of the national Fight for Fifteen campaign, including (b) (6), (b) (7)(C) strike and the (b) (6), (b) (7)(C) strike.

III. Involvement in Recent Strike

- a. (b) (6), (b) (7)(C) participated in the (b) (6), (b) (7)(C) strike.
- b. The employer was aware of this because (b) (6), (b) (7)(C)

IV. Reduction in Schedule & Pretextual reason given

- a. Soon after the strike, in (b) (6), (b) (7)(C) noticed that (b) (6) schedule had dropped from (b) days per week to only (b) days per week.
 - i. Previously, (b) (6), (b) (7)(C) worked a regular (b) (6), (b) (7)(C) day schedule, (b) (6), (b) (7)(C) (b) (6), (b) (7)(C).
 - ii. After (b) (6), (b) (7)(C) lost his regularly-assignment to work on (b) (6), (b) (7)(C) and thereafter only worked (b) (6), (b) (7)(C) each week, for the same (b) (6), (b) (7)(C) each day.
 - iii. See section V below.
- b. Around this time (b) (6), (b) (7)(C) asked (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), why this had occurred? (b) (6), (b) (7)(C) answered that “(b) (6), (b) (7)(C) had said (b) (6), (b) (7)(C) work performance had

- dropped (b) (6), (b) (7)(C) dijo que tu rendimiento de trabajo ha bajado.”),” and said that (b) (6) could not do anything about it because it was up to (b) (6), (b) (7)(C).
- c. (b) (6), (b) (7)(C) spoke with (b) (6), (b) (7)(C) about this and asked about the cut of (b) (6) hours. (b) (6), (b) (7)(C) also asked (b) (6), (b) (7)(C) whether (b) (6) performance had dropped. (b) (6), (b) (7)(C) said “No, I haven’t seen it drop. Let me look into it.” When (b) (6), (b) (7)(C) asked three days later, (b) (6), (b) (7)(C) said (b) (6) hadn’t learned anything about it.
 - d. (b) (6), (b) (7)(C) asked one of the (b) (6), (b) (7)(C), and (b) (6), (b) (7)(C), about how they view (b) (6) performance and they said; “good.” And when (b) (6) followed up, they said “no, you’re work is the same”
 - e. There has been no change in the demand for employees or amount of activity in the store during this time. If anything, there is more work.
 - f. (b) (6), (b) (7)(C) believes (and we are seeking to verify), that another, less experienced worker, filled (b) (6) missing shift.

V. Documents show the reduction in hours - Analysis of Time Punch Summary Reports

(refer to page 15 of the Hours PDF)

- a. Previously, (b) (6), (b) (7)(C) worked a regular (b) (6), (b) (7)(C) day schedule. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
 - b. Change occurs in (b) (6), (b) (7)(C)
 - c. Week of (b) (6), (b) (7)(C) has normal (b) (6), (b) (7)(C) schedule\
 - d. Following week of (b) (6), (b) (7)(C) the (b) (6), (b) (7)(C) shift is gone (b) (6), (b) (7)(C)
- This continues from that point on.

VI. Replacement of (b) (6) shift with (b) (6), (b) (7)(C)

- a. As shown in a recent schedule (see document), a worker named (b) (6), (b) (7)(C) now works the (b) (6), (b) (7)(C) shift that (b) (6), (b) (7)(C) previously worked.
- b. (b) (6), (b) (7)(C) is a relatively new employee, with much less experience in (b) (6), (b) (7)(C) and is not involved in LA OC.

RUN TIME: 12:01

SECURE MANAGER'S BUSINESS SYSTEM

10.05 STORE: 1063

PAGE: 1

TIME PUNCH SUMMARY REPORT

GROUP ORDERED BY ID #

FROM (b) (6), (b) (7)(C) /15 TO (b) (6), (b) (7)(C) /15

ID#	NAME	DATE	SHIFT	PAID	BREAK	PAID
			IN	OUT	OUT	IN
						HH:MM
						HOURS
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	15	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
			15	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
			15	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
			15	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
			15	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
			15	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
			15	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
			15	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

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10.05 STORE: 1063
PAGE: 1

TIME PUNCH SUMMARY REPORT
GROUP ORDERED BY NAME
FROM (b) (6), (b) (7)(C) /15 TO (b) (6), (b) (7)(C) /15

NAME

ID#

DATE _____

SHIFT

IN

OUT

PAID

OUT

BREAK

IN

PAID

HH:MM

HOURS

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

15

(b) (6), (b) (7)(C)

1.5

15

15

15

15

15

15

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

TIME PUNCH SUMMARY REPORT
GROUP ORDERED BY ID #
FROM (b) (6), (b) (7)(C) /15 TO (b) (6), (b) (7)(C) /15

[illegible]

TIME PUNCH SUMMARY REPORT
GROUP ORDERED BY ID #
FROM (b) (6), (b) (7)(C)/15 TO (b) (6), (b) (7)(C)/15

[illegible]

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

TIME PUNCH SUMMARY REPORT
GROUP ORDERED BY ID #
FROM (b) (6), (b) (7)(C) /15 TO (b) (6), (b) (7)(C) /15

[illegible]

RUN DATE: 06/05/15
RUN TIME: 06:34

STORE MANAGER'S BUSINESS SYSTEM

10.05 STORE: 1063

PAGE: 1

TIME PUNCH SUMMARY REPORT
GROUP ORDERED BY ID #
FROM (b) (6), (b) (7)(C) /15 TO (b) (6), (b) (7)(C) 15

ID#	NAME	DATE	SHIFT	PAID	BREAK	PAID
			IN	OUT	OUT	IN
					HH:MM	HOURS
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	15	(b) (6), (b) (7)(C)			
		15				
		15				
		15				
		15				
		15				
		15				

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

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RUN DATE: 06/19/15
RUN TIME: 13:01

STORE MANAGER'S BUSINESS SYSTEM

10.05 STORE: 1063
PAGE: 1

TIME PUNCH SUMMARY REPORT
GROUP ORDERED BY ID #
FROM (b) (6), (b) (7)(C)/15 TO (b) (6), (b) (7)(C)/15

ID#	NAME	DATE	SHIFT		PAID BREAK		PAID	
			IN	OUT	OUT	IN	HH:MM	HOURS
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	15	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
			15	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
			15	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
			15	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
			15	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
			15	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
			15	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

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PAGE: 1

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RUN DATE: 01/11/15
RUN TIME: 06:42

STORE MANAGER'S BUSINESS SYSTEM

10.06 STORE: 1063
PAGE: 1

TIME PUNCH SUMMARY REPORT

GROUP ORDERED BY ID #

FROM (b) (8), (b) (7)(C) /15 TO (b) (8), (b) (7)(C) /15

[illegible]

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

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Time Punch Receipt
Date: (b) (6), (b) (7) /2015 Store# 1063

Employee ID: (b) (6)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data

Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

Total Hours (b) (6), (b) (7)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7) /2015 (b) (6), (b) (7)(C)

Date: (b) (6), (b) (7) 2015 Store# 1063

Employee ID: (b) (6)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data

Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

Total Hours (b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7) /2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date: (b) (6), (b) (7) 2015 Store# 1063

Employee ID: (b) (6)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data

Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

Total Hours (b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7) /2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date: (b) (6), (b) (7) 2015 Store# 1063

Employee ID: (b) (6)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data

Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

Total Hours (b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date: (b) (6), (b) (7) 2015 Store# 1063

Employee ID: (b) (6)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data

Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

Total Hours (b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date: (b) (6), (b) (7) 2015 Store# 1063

Note: Total hours may differ on ISP

Total Hours (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Time Punch Data
Punch In
Punch Out
Elapsed Time

Employee ID: (b) (6)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Receipt
Date: (b) (6), (b) (7) 2015 Store# 1063

Time Punch Receipt
Date (b) (6), (b) (7) /2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data

Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

Total Hours (b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7) /2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data

Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

Total Hours (b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Date (b) (6), (b) (7) /2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data

Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

Total Hours (b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data

Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

Total Hours (b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data

Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

Total Hours (b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data

Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

Total Hours (b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Date (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)

Employee Name: (b) (6), (b) (7)(C)

Time Punch Data

Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

Total Hours (b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt

Date (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)

Employee Name: (b) (6), (b) (7)(C)

Time Punch Data

Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

Total Hours (b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Date (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)

Employee Name: (b) (6), (b) (7)(C)

Time Punch Data

Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

Total Hours (b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt

Date (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)

Employee Name: (b) (6), (b) (7)(C)

Time Punch Data

Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

Total Hours (b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt

Date (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)

Employee Name: (b) (6), (b) (7)(C)

Time Punch Data

Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

Total Hours (b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt

Date (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)

Employee Name: (b) (6), (b) (7)(C)

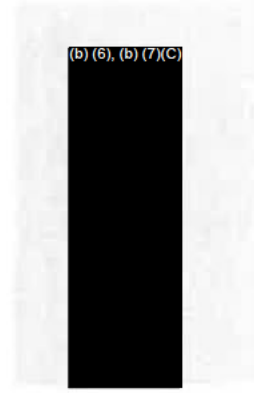
Time Punch Data

Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

Total Hours (b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)



Time Punch Receipt
Date: (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data

Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date: (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data

Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data

Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Time Punch Receipt
Date: (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data

Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date: (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data
Punch In: (b) (6), (b) (7)(C)
Punch Out: (b) (6), (b) (7)(C)
Elapsed Time: (b) (6), (b) (7)(C)
Total Hours: (b) (6), (b) (7)(C)

Note: Total hours may differ on ISP
Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date: (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data

Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		
Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Date (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		
Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) /2015 (b) (6), (b) (7)(C)

Date (b) (6), (b) (7)(C) 2015 Store# 1063
Employee ID: (b) (6)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		
Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) /2015 (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		
Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		
Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		
Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) /2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name (b) (6), (b) (7)(C)

Time Punch Data		Elapsed Time
Punch In	Punch Out	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Date (b) (6), (b) (7)(C) 015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name (b) (6), (b) (7)(C)

Time Punch Data		Elapsed Time
Punch In	Punch Out	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Date (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name (b) (6), (b) (7)(C)

Time Punch Data		Elapsed Time
Punch In	Punch Out	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Time Punch Receipt

Date (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name (b) (6), (b) (7)(C)

Time Punch Data		Elapsed Time
Punch In	Punch Out	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name (b) (6), (b) (7)(C)

Time Punch Data		Elapsed Time
Punch In	Punch Out	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Date: (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		Elapsed Time
Punch In	Punch Out	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date: (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		Elapsed Time
Punch In	Punch Out	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date: (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		Elapsed Time
Punch In	Punch Out	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date: (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		Elapsed Time
Punch In	Punch Out	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date: (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		Elapsed Time
Punch In	Punch Out	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date: (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		Elapsed Time
Punch In	Punch Out	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) 2015 Store# 1063
Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		Elapsed Time
Punch In	Punch Out	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) 2015 Store# 1063
Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		
Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) 2015 Store# 1063
Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		
Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) 2015 Store# 1063
Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		
Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) 2015 Store# 1063
Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		
Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) 2015 Store# 1063
Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		
Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) /2015 Store# 1063
Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)
Time Punch Data
Punch In Punch Out Elapsed Time
(b) (6), (b) (7)(C)
Total Hours (b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) /2015 (b) (6), (b) (7)(C)

*Handed in punches
los Angeles*

Time Punch Receipt
Date (b) (6), (b) (7)(C) /2015 Store# 1063
Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)
Time Punch Data
Punch In Punch Out Elapsed Time
(b) (6), (b) (7)(C)
Total Hours (b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) /2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) /2015 Store# 1063
Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)
Time Punch Data
Punch In Punch Out Elapsed Time
(b) (6), (b) (7)(C)
Total Hours (b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) /2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) /2015 Store# 1063
Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)
Time Punch Data
Punch In Punch Out Elapsed Time
(b) (6), (b) (7)(C)
Total Hours (b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) /2015 (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) /2015 Store# 1063
Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)
Time Punch Data
Punch In Punch Out Elapsed Time
(b) (6), (b) (7)(C)
Total Hours (b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) /2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) /2015 Store# 1063
Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)
Time Punch Data
Punch In Punch Out Elapsed Time
(b) (6), (b) (7)(C)
Total Hours (b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) /2015 (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		
Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Employee ID: (b) (6)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		
Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) /2015 (b) (6), (b) (7)(C)

Date (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		
Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		
Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) /2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) /2015 Store# 1063

Employee ID: (b) (6)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		
Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		
Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Time Punch Receipt
Date: (b) (6), (b) (7) / 2015 Store# 1063

Date: (b) (6), (b) (7) /2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)

Employee Name: (b) (6), (b) (7)(C)

Time Punch Data

Total Hours

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Time Punch Receipt
Date: (b) (6), (b) (7)(C) 2015 Store# 1063
Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		Elapsed Time
Punch In	Punch Out	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP
Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date: (b) (6), (b) (7)(C) 2015 Store# 1063
Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		Elapsed Time
Punch In	Punch Out	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP
Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date: (b) (6), (b) (7)(C) 2015 Store# 1063
Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		Elapsed Time
Punch In	Punch Out	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP
Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date: (b) (6), (b) (7)(C) 2015 Store# 1063
Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		Elapsed Time
Punch In	Punch Out	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP
Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date: (b) (6), (b) (7)(C) 2015 Store# 1063
Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		Elapsed Time
Punch In	Punch Out	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP
Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date: (b) (6), (b) (7)(C) 2015 Store# 1063
Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		Elapsed Time
Punch In	Punch Out	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP
Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data

Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

Total Hours (b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data

Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

Total Hours (b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data

Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

Total Hours (b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Total Hours (b) (6), (b) (7)(C)

Elapsed Time	Punch In	Punch Out
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) 2015 Store# 1063

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Total Hours (b) (6), (b) (7)(C)

Elapsed Time	Punch In	Punch Out
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) 2015 Store# 1063

Time Punch Receipt
Date (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data

Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

Total Hours (b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) 2015 Store# 1063
Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		Elapsed Time
Punch In	Punch Out	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) 2015 Store# 1063
Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		Elapsed Time
Punch In	Punch Out	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) 2015 Store# 1063
Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		Elapsed Time
Punch In	Punch Out	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) 2015 Store# 1063
Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		Elapsed Time
Punch In	Punch Out	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) 2015 Store# 1063
Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		Elapsed Time
Punch In	Punch Out	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) 2015 Store# 1063
Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data		Elapsed Time
Punch In	Punch Out	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Total Hours		(b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

EMPLOYEE NAME (b) (6), (b) (7)(C) TIME CARD NUMBER (b) (6), (b) (7)(C) HOME STORE NUMBER 1063 PRIMARY DEPARTMENT (b) (6), (b) (7)(C) SOCIAL SEC. NUMBER (b) (6), (b) (7)(C) CHECK NUMBER (b) (6), (b) (7)(C)

MARITAL STATUS (b) (6), (b) (7)(C) FEDERAL EXEMPTIONS 0 STATE EXEMPTIONS 0 PAY PERIOD (b) (6), (b) (7)(C) 2015 to (b) (6), (b) (7)(C) 2015 CHECK DATE (b) (6), (b) (7)(C) 2015

STORE # 1063 DEPARTMENT (b) (6), (b) (7)(C) TYPE (b) (6), (b) (7)(C) RATE OVT RATE REG HRS REG PAY OVT HRS OVT PAY (b) (6), (b) (7)(C)

Regular Hours
Overtime Hours

Regular Pay
Overtime Pay

Gross Pay

CURRENT YTD
(b) (6), (b) (7)(C)

Gross Pay

- Fed-Income Tax
- Fed-Medicare
- Fed-Social Security
- CA -Income Tax
- CA -Disability

= Check Amount.

CURRENT YTD
(b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data

Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

Total Hours (b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data

Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

Total Hours (b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data

Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

Total Hours (b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

Time Punch Receipt
Date (b) (6), (b) (7)(C) 2015 Store# 1063

Employee ID: (b) (6), (b) (7)(C)
Employee Name: (b) (6), (b) (7)(C)

Time Punch Data

Punch In	Punch Out	Elapsed Time
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

Total Hours (b) (6), (b) (7)(C)

Note: Total hours may differ on ISP

Printed on (b) (6), (b) (7)(C) 2015 (b) (6), (b) (7)(C)

EMPLOYEE NAME (b) (6), (b) (7)(C) TIME CARD NUMBER (b) (6) HOME STORE NUMBER 1063 PRIMARY DEPARTMENT (b) (6), (b) (7)(C) SOCIAL SEC. NUMBER (b) (6), (b) (7)(C) CHECK NUMBER (b) (6), (b) (7)(C)
 MARITAL STATUS (b) (6), (b) (7)(C) FEDERAL EXEMPTIONS 0 STATE EXEMPTIONS 0 PAY PERIOD (b) (6), (b) (7)(C) 2015 to (b) (6), (b) (7)(C) 2015 CHECK DATE (b) (6), (b) (7)(C) 2015
 STORE # 1063 DEPARTMENT TYPE RATE OVT RATE REG HRS REG PAY OVT HRS OVT PAY (b) (6), (b) (7)(C)

Regular Hours
Overtime Hours

Regular Pay
Overtime Pay

Gross Pay

CURRENT YTD
(b) (6), (b) (7)(C)

Gross Pay

- Fed-Income Tax
- Fed-Medicare
- Fed-Social Security
- CA -Income Tax
- CA -Disability

= Check Amount

CURRENT YTD
(b) (6), (b) (7)(C)

SANDERS-CLARK & CO., INC. McDONALD'S #1063

(b) (6), (b) (7)(C)

EMPLOYEE NAME (b) (6), (b) (7)(C) TIME CARD NUMBER (b) (6) HOME STORE NUMBER 1063 PRIMARY DEPARTMENT (b) (6), (b) (7)(C) SOCIAL SEC. NUMBER (b) (6), (b) (7)(C) CHECK NUMBER (b) (6), (b) (7)(C)
 MARITAL STATUS (b) (6), (b) (7)(C) FEDERAL EXEMPTIONS 0 STATE EXEMPTIONS 0 PAY PERIOD (b) (6), (b) (7)(C) 2015 to (b) (6), (b) (7)(C) 2015 CHECK DATE (b) (6), (b) (7)(C) 2015
 STORE # 1063 DEPARTMENT TYPE RATE OVT RATE REG HRS REG PAY OVT HRS OVT PAY (b) (6), (b) (7)(C)

Regular Hours
Overtime Hours

Regular Pay
Overtime Pay

Gross Pay

CURRENT YTD
(b) (6), (b) (7)(C)

Gross Pay

- Fed-Income Tax
- Fed-Medicare
- Fed-Social Security
- CA -Income Tax
- CA -Disability

= Check Amount

CURRENT YTD
(b) (6), (b) (7)(C)

SANDERS-CLARK & CO., INC. McDONALD'S #1063

(b) (6), (b) (7)(C)

EMPLOYEE NAME (b) (6), (b) (7)(C) TIME CARD NUMBER (b) (6) HOME STORE NUMBER 1063 PRIMARY DEPARTMENT (b) (6), (b) (7)(C) SOCIAL SEC. NUMBER (b) (6), (b) (7)(C) CHECK NUMBER (b) (6), (b) (7)(C)
 MARITAL STATUS (b) (6), (b) (7)(C) FEDERAL EXEMPTIONS 0 STATE EXEMPTIONS 0 PAY PERIOD (b) (6), (b) (7)(C) 2015 to (b) (6), (b) (7)(C) 2015 CHECK DATE (b) (6), (b) (7)(C) 2015
 STORE # 1063 DEPARTMENT TYPE RATE OVT RATE REG HRS REG PAY OVT HRS OVT PAY (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

Regular Hours
Overtime Hours

Regular Pay
Overtime Pay

Gross Pay

CURRENT YTD
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

Gross Pay

- Fed-Income Tax
- Fed-Medicare
- Fed-Social Security
- CA -Income Tax
- CA -Disability

= Check Amount

CURRENT YTD
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

EMPLOYEE NAME (b) (6), (b) (7)(C) TIME CARD NUMBER (b) (6), (b) (7)(C) HOME STORE NUMBER 1063 PRIMARY DEPARTMENT (b) (6), (b) (7)(C) SOCIAL SEC. NUMBER (b) (6), (b) (7)(C) CHECK NUMBER (b) (6), (b) (7)(C)

MARITAL STATUS (b) (6), (b) (7)(C) FEDERAL EXEMPTIONS 0 STATE EXEMPTIONS 0 PAY PERIOD (b) (6), (b) (7)(C)-2015 to (b) (6), (b) (7)(C)-2015 CHECK DATE (b) (6), (b) (7)(C)-2015

STORE # 1063 DEPARTMENT (b) (6), (b) (7)(C) TYPE (b) (6), (b) (7)(C) RATE (b) (6), (b) (7)(C) OVT RATE (b) (6), (b) (7)(C) REG HRS (b) (6), (b) (7)(C) REG PAY (b) (6), (b) (7)(C) OVT HRS (b) (6), (b) (7)(C) OVT PAY (b) (6), (b) (7)(C)

Regular Hours
Overtime Hours

Regular Pay
Overtime Pay

Gross Pay

CURRENT (b) (6), (b) (7)(C)
YTD (b) (6), (b) (7)(C)

Gross Pay

- Fed-Income Tax
- Fed-Medicare
- Fed-Social Security
- CA -Income Tax
- CA -Disability

= Check Amount

CURRENT (b) (6), (b) (7)(C)
YTD (b) (6), (b) (7)(C)

SANDERS-CLARK & CO., INC. McDONALD'S #1063

(b) (6), (b) (7)(C)

EMPLOYEE NAME (b) (6), (b) (7)(C) TIME CARD NUMBER (b) (6), (b) (7)(C) HOME STORE NUMBER 1063 PRIMARY DEPARTMENT (b) (6), (b) (7)(C) SOCIAL SEC. NUMBER (b) (6), (b) (7)(C) CHECK NUMBER (b) (6), (b) (7)(C)

MARITAL STATUS (b) (6), (b) (7)(C) FEDERAL EXEMPTIONS 0 STATE EXEMPTIONS 0 PAY PERIOD (b) (6), (b) (7)(C)-2015 to (b) (6), (b) (7)(C)-2015 CHECK DATE (b) (6), (b) (7)(C)-2015

STORE # 1063 DEPARTMENT (b) (6), (b) (7)(C) TYPE (b) (6), (b) (7)(C) RATE (b) (6), (b) (7)(C) OVT RATE (b) (6), (b) (7)(C) REG HRS (b) (6), (b) (7)(C) REG PAY (b) (6), (b) (7)(C) OVT HRS (b) (6), (b) (7)(C) OVT PAY (b) (6), (b) (7)(C)

Regular Hours
Overtime Hours

Regular Pay
Overtime Pay

Gross Pay

CURRENT (b) (6), (b) (7)(C)
YTD (b) (6), (b) (7)(C)

Gross Pay

- Fed-Income Tax
- Fed-Medicare
- Fed-Social Security
- CA -Income Tax
- CA -Disability

= Check Amount

CURRENT (b) (6), (b) (7)(C)
YTD (b) (6), (b) (7)(C)

SANDERS-CLARK & CO., INC. McDONALD'S #1063

(b) (6), (b) (7)(C)

EMPLOYEE NAME (b) (6), (b) (7)(C) TIME CARD NUMBER (b) (6), (b) (7)(C) HOME STORE NUMBER 1063 PRIMARY DEPARTMENT (b) (6), (b) (7)(C) SOCIAL SEC. NUMBER (b) (6), (b) (7)(C) CHECK NUMBER (b) (6), (b) (7)(C)

MARITAL STATUS (b) (6), (b) (7)(C) FEDERAL EXEMPTIONS 0 STATE EXEMPTIONS 0 PAY PERIOD (b) (6), (b) (7)(C)-2015 to (b) (6), (b) (7)(C)-2015 CHECK DATE (b) (6), (b) (7)(C)-2015

STORE # 1063 DEPARTMENT (b) (6), (b) (7)(C) TYPE (b) (6), (b) (7)(C) RATE (b) (6), (b) (7)(C) OVT RATE (b) (6), (b) (7)(C) REG HRS (b) (6), (b) (7)(C) REG PAY (b) (6), (b) (7)(C) OVT HRS (b) (6), (b) (7)(C) OVT PAY (b) (6), (b) (7)(C)

Regular Hours
Overtime Hours

Regular Pay
Overtime Pay

Gross Pay

CURRENT (b) (6), (b) (7)(C)
YTD (b) (6), (b) (7)(C)

Gross Pay

- Fed-Income Tax
- Fed-Medicare
- Fed-Social Security
- CA -Income Tax
- CA -Disability

= Check Amount

CURRENT (b) (6), (b) (7)(C)
YTD (b) (6), (b) (7)(C)

EMPLOYEE NAME (b) (6), (b) (7)(C) TIME CARD NUMBER (b) (6) HOME STORE NUMBER 1063 PRIMARY DEPARTMENT (b) (6), (b) (7) SOCIAL SEC. NUMBER (b) (6), (b) (7)(C) CHECK NUMBER (b) (6), (b) (7)(C)

MARITAL STATUS (b) (6), (b) (7)(C) FEDERAL EXEMPTIONS 0 STATE EXEMPTIONS 0 PAY PERIOD (b) (6), (b) (7) -2015 to (b) (6), (b) (7) -2015 CHECK DATE (b) (6), (b) (7) -2015

STORE # 1063 DEPARTMENT (b) (6), (b) (7)(C) TYPE (b) (6), (b) (7)(C) RATE OVT RATE REG HRS REG PAY OVT HRS OVT PAY (b) (6), (b) (7)(C)

Regular Hours
Overtime Hours
Sick Avail
Vacation Avail

Regular Pay
Overtime Pay

Gross Pay

CURRENT YTD
(b) (6), (b) (7)(C)

Gross Pay

- Fed-Income Tax
- Fed-Medicare
- Fed-Social Security
- CA -Income Tax
- CA -Disability

= Check Amount

CURRENT YTD
(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

SANDERS-CLARK & CO., INC.

(b) (6), (b) (7)(C)

EMPLOYEE NAME (b) (6), (b) (7)(C)		TIME CARD NUMBER (b) (6)	HOME STORE NUMBER 1063	CUSTOMER ACCOUNT NO. (b) (6), (b) (7)(C)	PRIMARY DEPARTMENT (b) (6), (b) (7)(C)	SOCIAL SEC. NUMBER (b) (6), (b) (7)(C)	CK NO. (b) (6), (b) (7)(C)	CHECK NUMBER (b) (6), (b) (7)(C)	
INVOICE NO.	DATE	STORE	DISCOUNT	NET AMOUNT	INVOICE NO.	DATE	STORE	DISCOUNT	NET AMOUNT
		MARITAL STATUS (b) (6), (b) (7)(C)	FEDERAL EXEMPTIONS 0	STATE EXEMPTIONS 0	PAY PERIOD (b) (6), (b) (7) -2015 to (b) (6), (b) (7) -2015		CHECK DATE (b) (6), (b) (7) -2015		
STORE # 1063	DEPARTMENT (b) (6), (b) (7)(C)	TYPE (b) (6), (b) (7)(C)	RATE	OVT RATE	REG HRS	REG PAY	OVT HRS	OVT PAY	
		CURRENT YTD (b) (6), (b) (7)(C)			Gross Pay		CURRENT YTD (b) (6), (b) (7)(C)		
		Regular Hours			- Fed-Income Tax				
		Overtime Hours			- Fed-Medicare				
		Sick Avail			- Fed-Social Security				
		Vacation Avail			- CA -Income Tax				
		Regular Pay			- CA -Disability				
		Overtime Pay			= Check Amount				
Gross Pay		(b) (6), (b) (7)(C)							
CHECK DATE						CHECK TOTALS			

TO REORDER SAFEGUARD 562-947-6622 UCS:756376

SANDERS-CLARK & CO., INC. McDONALD'S #1063

(b) (6), (b) (7)(C)

EMPLOYEE NAME (b) (6), (b) (7)(C) TIME CARD NUMBER (b) (6) HOME STORE NUMBER 1063 PRIMARY DEPARTMENT (b) (6), (b) (7) SOCIAL SEC. NUMBER (b) (6), (b) (7)(C) CHECK NUMBER (b) (6), (b) (7)(C)

MARITAL STATUS (b) (6), (b) (7)(C) FEDERAL EXEMPTIONS 0 STATE EXEMPTIONS 0 PAY PERIOD (b) (6), (b) (7) -2015 to (b) (6), (b) (7) -2015 CHECK DATE (b) (6), (b) (7) -2015

STORE # 1063 DEPARTMENT (b) (6), (b) (7) TYPE (b) (6), (b) (7)(C) RATE OVT RATE REG HRS REG PAY OVT HRS OVT PAY (b) (6), (b) (7)(C)

Regular Hours
Overtime Hours

Regular Pay
Overtime Pay

Gross Pay

CURRENT YTD
(b) (6), (b) (7)(C)

Gross Pay

- Fed-Income Tax
- Fed-Medicare
- Fed-Social Security
- CA -Income Tax
- CA -Disability

= Check Amount

CURRENT YTD
(b) (6), (b) (7)(C)

From: [Fong Sandoval, Rudy](#)
To: ["Eli Naduris-Weissman"](#)
Subject: RE: Offer of Proof in Case No.31-CA-158689
Date: Friday, September 11, 2015 11:20:00 AM

Excellent job Eli. Let me see if I can make some time to bring (b) (6), (b) (7)(C) or affidavit earlier than I had discussed with you. I will have a better sense next week when I will get back to you. I will make certain to give you heads up.

-----Original Message-----

From: Eli Naduris-Weissman [<mailto:enaduris-weissman@rsglabor.com>]
Sent: Thursday, September 10, 2015 6:19 PM
To: Fong Sandoval, Rudy
Subject: Offer of Proof in Case No.31-CA-158689

Rudy:

Please find attached an offer of proof for the testimony of (b) (6), (b) (7)(C) in the above-mentioned case, as well as attachments showing (b) (6), (b) (7)(C) schedule since April, and a recent schedule document showing the worker who has replaced (b) (6), (b) (7)(C) shift. documents. I understand you have a busy schedule right now; let me know when you would like to discuss dates for the affidavit.

Let me know if you have any questions about this information.

--

Eli Naduris-Weissman
Rothner, Segall & Greenstone
510 South Marengo Avenue
Pasadena, California 91101-3115
Tel. (626) 796-7555 | Fax (626) 577-0124 www.rsglabor.com <<http://www.rsglabor.com>>

From: [Fong Sandoval, Rudy](#)
To: "Petty, Regina"
Cc: [Nesbit, Kristen](#); [Lee, Jina](#)
Subject: RE: Aug. 24 Charge against Sanders-Clark- 31-CA-158689
Date: Friday, October 23, 2015 11:49:00 AM

Regina, happy Friday.

From my initial intake of evidence, such thus far supports a prima facie case per allegations noted on the face of the charge. (attached) As partially noted on the face of the charge, the reduction of weekly hours from (b) (6), (b) (7)(C) days to (b) (6), (b) (7)(C) took place on (b) (6), (b) (7)(C) before sale of Sanders in sept.) shortly after named employee (b) (6), (b) (7)(C) participated in a public strike with alleged Employer knowledge. It continues up to date.

I anticipate to complete evidence intake soon and will detail it to you for a reply.

Thank you.

Have a good weekend.

From: Petty, Regina [mailto:rpetty@laborlawyers.com]
Sent: Wednesday, September 30, 2015 12:02 PM
To: Fong Sandoval, Rudy
Cc: Nesbit, Kristen; Lee, Jina
Subject: RE: New Charge against Sanders-Clark

Rudy,

We have been authorized to represent Sanders-Clark. We do not represent the facility or the new owner. It is my understanding that there are no pending deadlines at this time. If you disagree, I would appreciate it if you would let me know as promptly as possible.

Thanks for your courtesy.

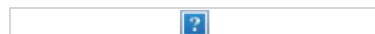
Regards,
Regina

Regina A. Petty

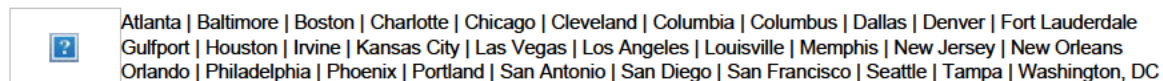
Attorney at Law

rpetty@laborlawyers.com | O: (858) 597-9614

4747 Executive Drive | Suite 1000 | San Diego, CA 92121



[vCard](#) | [Bio](#) | [Website](#) **Representing employers nationally in labor and employment matters**



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From: Fong Sandoval, Rudy [<mailto:Rudy.FongSandoval@nrlb.gov>]

Sent: Tuesday, September 29, 2015 8:24 AM
To: Petty, Regina <rpetty@laborlawyers.com>
Subject: FW: New Charge against Sanders-Clark

Regina, good day. Did you get below noted? I appreciate a reply.

From: Fong Sandoval, Rudy
Sent: Tuesday, September 15, 2015 10:05 AM
To: 'Petty, Regina'
Subject: New Charge against Sanders-Clark

Regina, my office cc:ed mail you a copy of the attached charge filed on 8/24/15. Will you be representing the facility at issue at 2838 Crenshaw for the above noted? Certainly the facts comprising the ULP occurred pre 8/24/15.

I believe CP will also be amending the charge at some point in time to include the new owner.

Thank you.

Rudy L. Fong Sandoval, Esq.
Field Attorney, Region 31
National Labor Relations Board
11500 West Olympic Blvd., Suite 600
Los Angeles, CA 90064
Tel: (310) 235-6418
Fax: (310) 235-7420
email: rudy.fong-sandoval@nrlrb.gov

From: [Fong Sandoval, Rudy](#)
To: [Eli Naduris-Weissman](#)
Subject: Re: (b) (6), (b) (7)(C) affid.- 31-CA-1586890- Sanders-Clark McD
Date: Monday, November 2, 2015 4:12:17 PM

sounds good. im working away from office today n tomorrow so best way to reach me is via email.

From: Eli Naduris-Weissman <enaduris-weissman@rsglabor.com>
Sent: Monday, November 2, 2015 9:52:33 AM
To: Fong Sandoval, Rudy
Subject: RE: (b) (6), (b) (7)(C) affid.- 31-CA-1586890- Sanders-Clark McD

Rudy:

I expect to hear from (b) (6), (b) (7)(C) today, and I will get back to you promptly.

--

Eli Naduris-Weissman
Rothner, Segall & Greenstone
510 South Marengo Avenue
Pasadena, California 91101-3115
Tel. (626) 796-7555 | Fax (626) 577-0124
www.rsglabor.com

From: Fong Sandoval, Rudy [mailto:Rudy.FongSandoval@nlrb.gov]
Sent: Friday, October 30, 2015 8:50 AM
To: Eli Naduris-Weissman <enaduris-weissman@rsglabor.com>
Subject: RE: (b) (6), (b) (7)(C) affid.- 31-CA-1586890- Sanders-Clark McD

Eli- we need to take (b) (6), (b) (7)(C) affidavit next week. Can you confirm today?
(I appreciate your understanding of the Board's unexpected timeliness but we just all do the best we can. Thanks! ;)

From: Fong Sandoval, Rudy
Sent: Wednesday, October 28, 2015 9:34 AM
To: 'Eli Naduris-Weissman'
Subject: RE: (b) (6), (b) (7)(C) affid.- 31-CA-1586890- Sanders-Clark McD

For now I am available Tuesd. through Thursd. Can we get (b) (6), (b) (7)(C) in any of those days? Preferable anytime between 7 am and no later than 1 p.m.? thank you. Please confirm as soon as conveniently possible because I have other pending Affds being scheduled for next week. Thank you.

From: Eli Naduris-Weissman [<mailto:enaduris-weissman@rsglabor.com>]

Sent: Monday, October 26, 2015 4:17 PM

To: Fong Sandoval, Rudy

Subject: RE: (b) (6), (b) (7)(C) affid.- 31-CA-1586890- Sanders-Clark McD

Rudy:

Due to some other exigencies in the campaign, staff hasn't been able to get ahold of (b) (6), (b) (7)(C) since your e-mail. Can we discuss your availability for an affidavit after this week?

Thanks

--

Eli Naduris-Weissman

Rothner, Segall & Greenstone

510 South Marengo Avenue

Pasadena, California 91101-3115

Tel. (626) 796-7555 | Fax (626) 577-0124

www.rsglabor.com

From: Fong Sandoval, Rudy [<mailto:Rudy.FongSandoval@nlrb.gov>]

Sent: Friday, October 23, 2015 10:50 AM

To: Eli Naduris-Weissman <enaduris-weissman@rsglabor.com>

Subject: RE: (b) (6), (b) (7)(C) affid.- 31-CA-1586890- Sanders-Clark McD

Eli- some heads up--- I got a tentative affid. on another case next Thursday morning. Let's see if we can schedule (b) (6), (b) (7)(C) either (b) (6), (b) (7)(C) . Just shooting proposals. Wed. might also work if (b) (6), (b) (7)(C) is available.

From: Eli Naduris-Weissman [<mailto:enaduris-weissman@rsglabor.com>]

Sent: Thursday, October 22, 2015 2:16 PM

To: Fong Sandoval, Rudy

Subject: RE: (b) (6), (b) (7)(C) affid.- 31-CA-1586890- Sanders-Clark McD

Rudy:

I will see what we can do. I'm out tomorrow so will likely not be able to let you know until Monday, and it will probably be for one of the (b) (6), (b) (7)(C) days (b) (6), (b) (7)(C)

--

Eli Naduris-Weissman

Rothner, Segall & Greenstone

510 South Marengo Avenue

Pasadena, California 91101-3115

Tel. (626) 796-7555 | Fax (626) 577-0124

www.rsglabor.com

From: Fong Sandoval, Rudy [<mailto:Rudy.FongSandoval@nlrb.gov>]
Sent: Thursday, October 22, 2015 1:50 PM
To: Eli Naduris-Weissman <enaduris-weissman@rsglabor.com>
Subject: (b) (6), (b) (7)(C) affid.- 31-CA-1586890- Sanders-Clark McD

Eli, thank you for your patience in scheduling (b) (6), (b) (7)(C) affidavit. I got a window for next week of Monday 10/26. Presently available any day next week except Wed. I would like to meet with (b) (6), (b) (7)(C) early in the morning in my office to avoid traffic. I can meet as early as 7 am and tell (b) (6), (b) (7)(C) to allot at least 4 hours. I can meet as late as 11 a.m. to give it the 4 hours or so that it may take me.

Can you check with (b) (6), (b) (7) and get back to me as to which days (b) (6), (b) (7) is available asap to lock it in. I have several other cases in the process of scheduling so the sooner you can get back to me the better. If (b) (6), (b) (7) has more than one day (b) (6), (b) (7) can meet with me, let me know the days as it will ensure our meeting. I appreciate your continued cooperation. Thank you.

Rudy L. Fong Sandoval, Esq.
Field Attorney, Region 31
National Labor Relations Board
11500 West Olympic Blvd., Suite 600
Los Angeles, CA 90064
Tel: (310) 235-6418
Fax: (310) 235-7420
email: rudyl.fong-sandoval@nlrb.gov

From: [Fong Sandoval, Rudy](#)
To: [Eli Naduris-Weissman](#)
Subject: (b) (6), (b) (7)(C) affid
Date: Wednesday, November 4, 2015 11:08:51 AM

eli- any updates. im sorry but i do have to schedule this week. thnk u.

NXGEN Disposition Sheet

Case Due (Month):

Case Name: Sanders-JankDecision Date: 11-12-15Case Number: 31-CA-158689Agenda Minute: P/ABoard Agent: R. Fong-SandhuSupervisor: T. ChaitCategory: 2Bargaining
Status☐Existing
Contract☐

None

☒Organizing
Campaign☐Seeking Initial
Contract☐Seeking Succeeding
Contract

(1) Check the appropriate action:

☐ Partial Action, please state the status of the remaining allegation(s):

(2) mark all allegation types that apply, as follows:

☐ RD Determination

M=Merit; X=No merit; D=Defer; A=Advice

☒ Withdrawal

Forward with recommendation

W=withdrawn not adjusted; A=Adjusted☐ Solicited☒ Unsolicited☒ Verbal☐ Written

Reason for WD:

☐ Case set for dismissal☐ Charging and Charged Party have resolved the dispute alleged in the charge
(Regional Office Remedies Attached)☒ Charging Party does not wish to proceed for reasons other than above-listed reasons.☐ Advice Issuance Action

Forward with draft

√= allegation type submitted to Advice
Check advice type on back☐ Complaint Issuance

Forward with draft complaint

√= allegation type in Complaint

☐ Deferral/Abeyance Issuance

Forward with draft letter

C=Collyer; D=Dubo; A=Abeyance

☐ Dismissal Issuance

Forward with draft letter

D=Dismissed; A=Adjusted w/ Remedies Sheet attached

☐ Merit DismissalWere the reasons for proposed dismissal in absence of WD given in detail to ☐ CP or ☐ Atty? ☐ No or ☐ Yes on _____ date
in person, _____ by phone or ☐ in writing.On refusal to withdraw, was the ☐ CP or ☐ Atty informed, pursuant to outstanding instructions, that a summary report setting forth the
reasons for dismissal would be included in the dismissal letter unless CP or Atty specifically stated no such report was desired? ☐ Yes
or ☐ No. If not, why not? _____Was the offer of a summary report in dismissal letter rejected by ☐ CP or ☐ Atty? ☐ Yes or ☐ No. Was the ☐ CP or ☐ Atty
informed that the Charged Party would receive a copy of the dismissal letter? ☐ Yes or ☐ No.☐ Settlement Approval

Forward with draft settlement

Formal: √= allegation type in Settlement

☐ Formal☐ Informal☐ Non-Board

Informal: B = Bilateral; U=Unilateral

8(a)(1)

8(a)(3)(cont.)

☐ Coercive Statements (Threats, Promises of Benefits, etc.)☐ Concerted Activities (Retaliation, Discharge, Discipline)☐ Denial of Access☐ Discharge of supervisor (Parker-Robb Chevrolet)☐ Coercive Actions (Surveillance, etc)☐ Weingarten☐ Interrogation (including Polling)☐ Lawsuits☐ Coercive Rules

8(a)(2)

☐ Assistance☐ Domination☐ Unlawful Recognition

8(a)(3)

☒ Changes in Terms and Conditions of Employment☐ Discharge (Including Layoff and Refusal to Hire (not salting))☐ Discipline☐ Lockout☐ Retaliatory Lawsuit☐ Refusal to Consider/Hire Applicant (salting only)☐ Refusal to Hire Majority☐ Refusal to Reinstatement/Striker (e.g. Laidlaw)☐ Shutdown or Relocate/ Subcontract Unit Work☐ Union Security Related Actions

8(a)(4)

☐ Changes in Terms and Conditions of Employment☐ Discharge (including Layoff and Refusal to Hire)☐ Discipline☐ Shutdown or Relocate/ Subcontract Unit Work☐ Refusal to Reinstatement Employee/Striker

8(a)(5)

☐ Alter-Ego☐ Refusal to Bargain/Bad Faith Bargaining (incl'g surface bargaining/direct dealing)☐ Failure to Sign Agreement☐ Repudiation/Modification of Contract[Sec 8(d)/Unilateral Changes]☐ Refusal to Furnish Information☐ Refusal to Recognize☐ Shutdown or Relocate (e.g. First National Maint.). Subcontract Work

NXGEN Disposition Sheet

Page 2

8(b)(1)(A)

- ☐ Coercion, incl'g Statements and Violence
- ☐ Denial of Access
- ☐ Discipline (including charges/fines)/Harassment
- ☐ Duty of Fair Representation, incl'g Superseniority, denial of access
- ☐ Union Dues and/or Membership Related (including excessing fees)
- ☐ Hiring Halls
- ☐ Picketing/Strike Actions
- ☐ Rules: Coercive

8(b)(1)(B)

- ☐ Fund Contribution Related
- ☐ Lawsuits
- ☐ Other Allegations
- ☐ Statements/Threats/Violence

8(b)(2)

- ☐ Hiring Hall Related
- ☐ Lawsuits
- ☐ Union Security Related Actions
- ☐ Causing Employer to Discriminate/Retaliate

8(b)(3)

- ☐ Refusal to Bargain/Bad Faith or Surface Bargaining
- ☐ Failure to Sign Agreement
- ☐ Refusal to Furnish Information
- ☐ Repudiation/Modification of Contract

8(b)(4)(A)

- ☐ Picketing/Handbilling
- ☐ Lawsuits/Grievances
- ☐ Statements

Check Advice Type

- ☐ Original Submission
- ☐ Resubmission as to ALJD
- ☐ Resubmission as to EAJA Issue
- ☐ Resubmission with New Facts
- ☐ Resubmission for Reconsideration
- ☐ Resubmission on Remand from Advice
- ☐ Resubmission as to Proposed Settlement

If Applicable:

Check Closing Stage of Case

Timing -

- ☐ After ALJ Decision
- ☐ After Board Order - Automatic Decision
- ☐ After Board Order - Contested Decision
- ☐ After Board Order - Stipulated Decision
- ☐ After Complaint, Before Hearing
- ☐ After Consent Court Judgment
- ☐ After Contested Court Judgment
- ☐ After Contempt Judgment
- ☐ After Hearing Closed
- ☐ After Hearing Opened, Before Hrg. Closed
- ☐ After Supreme Court Judgment
- ☐ Pre 10(k) Notice of Hearing
- ☒ Pre-Complaint
- ☐ After 10(k) Notice, Before Hearing

☒ NxGen file is completed.

☒ HOT TOPIC designated. Circle all applicable.

Cessation of Dues Check-off	Recess Appointments
Information Requests for Financial Records	Discharge Organizing Campaign
Use of Employer E-mail	Noel Canning
Social Media	Fast Food
Post Arbitration Deferral	Challenges to Acting GC's Authority
Employer Mandatory Arbitration Policy	

8(b)(4)(B)

- ☐ Picketing/Handbilling
- ☐ Lawsuits/Grievances
- ☐ Statements

8(b)(4)(C)

- ☐ Picketing
- ☐ Lawsuits/Grievances
- ☐ Statements

8(b)(4)(D)

- ☐ All allegations

8(b)(5)

- ☐ All allegations

8(b)(6)

- ☐ All allegations

8(b)(7)(A)

- ☐ All allegations

8(b)(7)(B)

- ☐ All allegations

8(b)(7)(C)

- ☐ All allegations

8(e)

- ☐ All Allegations against a Labor Organization
- ☐ All Allegations against an Employer

8(g)

- ☐ All allegations

Method

- ☐ Compliance with 10(k) Board Determination
- ☐ Withdrawal, adjusted
- ☐ Dismissal, adjusted
- ☐ Compliance with ALJ Decision
- ☐ Compliance with Board Decision
- ☐ Compliance with Court Judgment
- ☐ Dismissal, not adjusted
- ☐ Compliance with Formal Settlement
- ☐ Compliance with Informal Settlement
- ☐ Transferred
- ☒ Withdrawal, not adjusted
- ☐ Without Full Compliance with Board Decision
- ☐ Without Full Compliance with Court Judgment
- ☐ Without Full Compliance w/Formal Settlement
- ☐ Without Full Compliance w/Informal Settlement

On 11-12-15 date, CP or X Atty verbally in writing withdrew the instant charge. I recommend approval.

(Board Agent's signature)

11-13-15

(Date)

Withdrawal request approved

(Date)

Regional Director, Region 31
National Labor Relations Board



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 31
11500 W Olympic Blvd Ste 600
Los Angeles, CA 90064-1753

Agency Website: www.nlrb.gov
Telephone: (310)235-7351
Fax: (310)235-7420

November 16, 2015

REGINA PETTY
FISHER & PHILLIPS LLC
4747 EXECUTIVE DR STE 1000
SAN DIEGO, CA 92121-3113

ARIANE PANTER, COUNSEL, GLOBAL LABOR & EMPLOYMENT LAW
MCDONALD'S USA, LLC
2915 JORIE BLVD.
OAK BROOK, IL 60523

Re: Sanders-Clark & Co. d/b/a/ McDonalds &
McDonalds USA LLC as Joint/Single
Employer
Case 31-CA-158689

Dear Ms. Petty and Ms. Panter:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

A handwritten signature in cursive script, reading "Mori Rubin", is positioned above the typed name.

Mori Rubin
Regional Director

cc: (b) (6), (b) (7)(C)
SANDERS-CLARK & CO. D/B/A/
MCDONALDS & MCDONALDS USA LLC AS
JOINT/SINGLE EMPLOYER
2838 CRENSHAW BLVD
LOS ANGELES, CA 90016-3604

MHAIRI L. WHITTON, ATTORNEY AT LAW
JONES DAY
12265 EL CAMINO REAL, SUITE 200
SAN DIEGO, CA 92130-4096

Sanders-Clark & Co. d/b/a/ McDonalds & - 2 -
McDonalds USA LLC as Joint/Single
Employer
Case 31-CA-158689

November 16, 2015

GEORGE S. HOWARD, ATTORNEY AT LAW
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